

28 OCT 1976

MEMORANDUM FOR: Deputy Director for Administration

FROM : Robert W. Gambino
Director of Security

SUBJECT : Profile of Office of Security's
1976 Recruitment Program

1. This memorandum provides information on the personnel hired in our 1976 professional recruitment drive.

2. This year's Office of Security professional recruitment effort, which involved 311 files for the Professional Applicant Review Committee to review, was tailored to the Office's projected FY 1977 equal employment opportunity goals. Unfortunately, just before the training program was to begin, one black male and one black female chose not to EOD and accepted employment elsewhere and one Caucasian female did not meet security standards. Last minute efforts to replace them with black applicants surfaced an expectant mother and a male who would not move to Washington for anything less than a GS-13. Even with these disappointments, the new group includes three Hispanic males, two Caucasian females, one black male and eleven Caucasian males. Five of the new officers were Agency internals and the remainder hired from private industry, local and Federal Government and the college campuses. Based on engineering requirements in the Technical Security Division, two of our new officers are electrical engineers.

3. Statistically the new officers break down as follows:

AGE: The average age is 28 with the youngest being 24 and the oldest 33 years of age.

MARITAL STATUS: Ten members of the group are married.

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EDUCATION: Ten of the group have either a B.A. or B.S. degree, two have B.S.E.E. degrees and five have their master's degree.

OCCUPATIONAL HISTORY: As noted above, five of the new officers are internals and include one former Security secretary, two former DDO Intelligence Operations Research Assistants, and two former DDS&T/OD&E couriers. Three of the new employees came to us directly from college or the military. The other eight have varied backgrounds, including a police officer, two electrical engineers, an insurance agent, two school teachers, a criminal investigator and a probation officer.

STATINTL

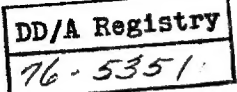

Robert W. Gambino

cc: D/Pers

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☐ CONFIDENTIAL

☐ SECRET

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Profile of Office of Security's
1976 Recruitment Program

FROM:

Director of Security
4E-60 Hqs.

EXTENSION

NO.

DATE

28 OCT 1976

STATINTL

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/A
7D-24 Hqs.

10/28

29 OCT 1976

8

Good!

2.

DDA

29 OCT 1976

6

TB4

Cal

STATINTL

3.

DDA

5 NOV 1976

7

Any comments?

6.

Reg

7.

8.

9.

10.

11.

12.

13.

14.

15.

4 to 5. This looks good, however, I am somewhat disappointed with the small proportion of blacks accepted for this class. Hopefully, the Coordinators for Minority Employment approach will improve all minority representation in future classes.

J

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